

The Relationship between Empowerment with Employee Entrepreneurship at Islamic Azad University of Shiraz

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Abstract—The purpose of present research was to determine relationship between empowerment dimensions with entrepreneurship at Islamic azad university of shiraz. The statistical population of the study consist 300 members. As sample 150 members had been chosen by simple random sampling and Morgan table. The measuring tools were 2 questionnaires which includes Parson's entrepreneurship with 31 questions, Spritzer's empowerment with 12 questions. The research method is descriptive, correlational. The analyzed data method was Pearson correlation test and path analysis. In this study, (M.SD) which used for descriptive statistical. The result of data analysis showed There was a positive and high signification relationship between empowerment dimension with entrepreneurship.

Keywords— Empowerment, Employee entrepreneurship.

I. INTRODUCTION AND PROBLEM STATEMENT

Today, due to a variety of events that have occurred, at the social, cultural and business in different countries, it is important to note, entrepreneurship and entrepreneurs, and strengthening entrepreneurship in existing organizations, and creating suitable for development, it is one of the tools for economic development, especially in developing countries (Nandurikar: 2003). Entrepreneurship, Joseph Schumpeter's view, is to release a new product, a new way, in the process, create new markets, and find new resources, and the creation of any new organizations, in business.

Who, many believe that his talents often tend to make things; they are, of their own. They want responsibility, strong need to introduce themselves, and more freedom in the present organizational structure. It can be frustrating when, not enjoy the same freedom and security is not their needs, and these failures, causes, individual productivity decreases. CE is a stimulating way, and then taking advantage of people within an organization in the way people think, they are able to do, somehow different and better (Nandurikar, 2003).

Innovation and growth to achieve maintain or establish entrepreneurial spirit in an organization is important. Entrepreneurial spirit can be a valuable competitive

advantage, especially for companies that have been the human resources, capabilities, and have the ability to encourage and expand the organization. Spread the spirit of the organization, it is necessary that organizations can, independence and freedom necessary to entrepreneurs. Through the development of entrepreneurial spirit within the organization, which is called the CE, which can overcome the existing obstacles in the way of flexibility, innovation and growth (Peters and Hysrych, 2002).

Today, entrepreneurship and empowerment, are considered as important tools in organizational development, because, man, entrepreneur and formidable, cause, create contexts success in the organization. Also, with the rapid rise of new competitors, and develop a sense of trust, the need for empowerment and entrepreneurship, the employee will feel far. In this context, the task of dynamic organizations, such as universities, is, developing the creative, entrepreneurial and empowered.

Empowerment is the foundation for the development of business today, and is keeping pace with social changes, technological developments, and the demands of the competitive environment and progress. The primary catalysts that, in an organization, cause, increase employee empowerment include:

- Increasing competition nowadays, organizations need to empower people so they can be won in competition with them (Smith, 2000).

- The impact of technology on the workplace: technological change, which is caused by the nature to change. In the meantime, businesses remain that must be met, enabling staff to deal with these changes.

- The success of total quality management (TQM): Thomas and Wolthaus, define the capabilities of one of the most important components of TQM. Cardi, also revealed that empowerment programs, is closely associated with quality management in the United States, and it is to be a vital element in the success and failure (Bister, 1999).

- The need for highly skilled workers: Today, organizations require people who have these problems and solve inventive, and using their abilities, they provide policies for conservation organizations, the competitive environment.

Charles Handy, which emphasizes, technical knowledge

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and the ability to acquire and apply knowledge, is a new source of wealth, and the purpose of empowerment is that, to stir minds of people such as their arms (Charles Handy, 1997).

Therefore, considering the above mentioned topics, in this study, we are looking to appoint the relationship between empowerment with employee entrepreneurship.

Research purpose

II. RESEARCH HYPOTHESES

- There is a significant relationship between empowerment and entrepreneurship.
- There is significant relationship between empowerment dimensions with employee entrepreneurship

III. MEASUREMENT TOOLS

Study, the objective is applied, and the method of collecting data is descriptive, correlational. Population, are all staff of Islamic Azad University of Shiraz, which includes all official personnel, contractual, contractual and corporate universities that their number is equal to 300 people. Sample, according to Morgan, was estimated to equal 150, which were selected by simple random sampling method. Necessary data for the study were collected using two questionnaires, empowerment (Spritzer: 1995) and entrepreneurial employees (Parsons 1998). Validity of the questionnaire by experts and scholars in this field was approved. In order to determine the reliability of the questionnaire was used, the alpha test, and the results can be seen in the table below:

Results of the alpha coefficient for the questionnaire survey

Cranach's alpha coefficient	alpha	Variable
0.935		Entrepreneurship
0.847		empowering

The alpha coefficients for each of the questionnaires was above 0.7, which is indicative, they are appropriate and acceptable reliability. In order to analyze the data was performed using the Pearson correlation test, in this context, is the use of statistical software SPSS.

IV. RESEARCH FINDINGS

First hypothesis: there is a significant relationship between empowering with entrepreneurship

Correlation coefficient between Empowerment, and Entrepreneurship.

sig	Correlation coefficient	
0.0001	0.43	Empowering
		Entrepreneurship

The correlation coefficients, respectively, is equal to (0.43), the level (0.0001), and since this amount is less than 0.01, so

the correlation coefficient is statistically significant ($P < 0.01$), and there significant positive correlation between empowerment and entrepreneurship.

Second hypothesis: there is significant relationship between empowerment dimensions with employee entrepreneurship.

In order to analyze the data was performed using the Pearson correlation test

entrepreneurship			
< P	Correlation coefficient		
□□□□0.0001	□0.402	Job significance	empowerment
□□□0.001	□0.282	competence	
□□□□0.0001	□□0.306	impact	
□□□□0.0001	□0.352	Choice right	

As, it can be seen in the table, the values of correlation coefficients variable is equal to (0.402, 0.282, 0.306, 0.352) have been achieved, the levels (0.0001, 0.001, 0.0001, 0.0001), and the levels are acceptable, must be lower than the level of 0.01, so job significance, choice right, impact and competence with entrepreneurship have positive significant with entrepreneurship.

V. DISCUSSION AND CONCLUSION

The research indicates that strengthening the staff with their participation towards extending human resources is effective, which causes business and provides jobs there are many reasons that strengthening, that is involving the staff with their jobs and participation which brings about positive achievements in performance and their performance improves, it will be effective in their activity and job making from among the factors in the success of the organizational staff is the initial motivation, relationship with others. Leadership abilities, problem solving style, their ability to use technology and organizational skills as supporting others, relationships, failure and error in research containing their jobs(job making) and a good kind of decision making that in the current research it has been determined all these factors will not be possible unless we strengthen the staff from an individual point of view(1993) the existence and interaction of individual ability with organizational and environmental factors with a sudden factor like forming or the establishment of one point of view suggestion, can trigger severe changes in the changes in the economical environment and organizational job making level. The present organizations not the only one do they need much more extensive information and knowledge, but also they need more self- sustaining belief and innovation. It means that in extended parts of the present organizations. In particular, the sector of extending human resources and job making, we are

in need of able individuals with high spirits and the ability to solve problems. According to apathy (1386) if the number of selections and decisions which should be taken in job making organizational are more it will be more needs for the able persons. Therefore, a job making to know the organizational environment with the able staff.

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